

# DELAWARE PROFESSIONAL STANDARDS BOARD

The Townsend Building  
401 Federal Street, Suite 2  
Dover, Delaware 19901

## Meeting Minutes

The Department of Education  
The Cabinet Room

May 5, 2011  
5:15 P.M.

**Members Present:** Michael Casson, Joanne Christian, Samtra Devard, Stephanie DeWitt, Karen Gordon, Cristy Greaves, Chris Kenton, David Kohan, Jill Lewandowski, Wendy Murray, Whitney Price, Shelley Rouser, Kathleen Thomas and Jacqueline Wisnauskas.

**Members Absent:** Marilyn Dollard and Lori Hudson.

**Others Present:** Charlie Michels; PSB Executive Director, Paula Fontello; Deputy Attorney General, Donna Mitchell; RTTT Deputy Officer TLEU Teacher Preparation & Recruitment, Michelle Kriss; Secretary to PSB, and Jackie Wilson; DASL/University of Delaware.

### I. Opening

**Call to Order:** Ms. Thomas, Professional Standards Board Chair, called the meeting to Order at 5:25p.m.

**Approval of Agenda:** A motion was made by Dr. Greaves and seconded by Ms. Gordon to approve the May 5, 2011 Agenda. The motion carried.

**Approval of Minutes of April 7, 2011:** A motion was made by Ms. Lewandowski and seconded by Ms. Wisnauskas to approve the PSB Minutes of April 7, 2011. The motion carried.

### II. Public Comment

None.

### III. Executive Director's Report

- Mr. Michels generated a Report on Emergency Certificates using data from both DEEDS and e-School, and presented his findings to DE School Chiefs at Delaware State University with requests to send comments, questions, or concerns to his attention. To date he had received none. A week later, Ms. Thomas sat in for Mr. Michels during Dr. Barton's Quarterly meeting during which she spoke briefly to district and charter school Human Resource Directors and their staff members, higher education representatives and others regarding the Emergency

Certificate Report that had been forwarded to them the week prior. Ms. Thomas also spoke to the Aspiring School Leaders Program, and regulation **1598 Delaware Professional Development Standards**. She did not receive any feedback at the meeting. Ms. Thomas also attended the State Board of Education morning Work Session with DOE's Mr. Shulman and Mr. Ruszkowski who helped to facilitate a conversation surrounding the Aspiring School Principal Certification Pilot Program which was on the SBE's Agenda that afternoon for Action. Ms. Thomas then represented the PSB at the SBE meeting that afternoon.

- Mr. Michels updated the Board and advised that Innovative Schools was interviewing prospective applicants for the Aspiring School Principal Certification Pilot Program. Mr. Ruszkowski had informed Mr. Michels that Innovative Schools received over 85 applications with applicants showing an average of 14 years of teaching experience.
- Mr. Michels met with the DE Higher Education Administrator Certification Workgroup regarding the School Principal Certification regulation that the PSB and the Workgroup had been working on for over a year. He said it was a very productive meeting, and felt that between the Workgroup and thoughts shared previously by the PSB that there is a general consensus on amendments. Mr. Michels advised he will go into more detail during this Discussion item later on the Agenda.
- Mr. Michels has been working with Educational Testing Systems relative to the 4 Praxis II tests the Professional Standards Board and State Board of Education approved 2 months ago. He also stated that additions and minor corrections have been made to the DE page on the ETS website.
- Mr. Michels has also been working with Dr. Haberstroh, the DOE Legislative Liaison. Mr. Michels informed the Board that Representative Schooley is the Chair of the House Education Committee and she is willing to sponsor a House Bill regarding the passage of Praxis I prior to Licensure and allows for alternative experiences for some Specialists in lieu of student teaching. The Professional Standards Board had approved this legislative agenda and then Mr. Michels with substantial help from Ms. Fontello and Dr. Haberstroh drafted the proposed legislative amendments. Mr. Michels also noted that he has approached Senator Simpson for his support in the Senate. Mr. Michels will keep the Board posted on the House Bill's progress.
- Mr. Michels said 5 educators in Delaware recently became Nationally Board Certified. He sent out congratulatory letters along with Certificates signed by Ms. Thomas and himself well over a month ago.
- Mr. Michels will be meeting with a Regional Representative from the National Board for Professional Teaching Standards to discuss possible strategies to help educators in Delaware become Nationally Board Certified by offsetting expenses.
- Mr. Michels has a meeting scheduled in the near future with Dr. Linda Rogers, Associate Secretary for the Teaching and Learning Branch and Martha Toomey, Director of Exceptional Children. He stated the meeting is following established PSB/ DOE protocol and has been arranged to discuss Mr. Michels' latest draft of regulation **1573 Teacher of Students with Autism or Severe Disabilities**.

- Mr. Michels has a meeting scheduled with Dr. Amelia Hodges, DOE Associate Secretary and Dr. Wayne Barton, DOE Director of Teacher and Administrator Quality Development to discuss the latest drafts of regulations ***1505 Standard Certificate*** and ***1506 Emergency Certificate***. Mr. Michels previously forwarded them a copy of his recent Emergency Certificate Report to inform that conversation.
- Mr. Michels will be calling the PSB Licensure and Certification Criteria Committee together in about a month to review several regulations including: 1505, 1506, 1573 and 1591.
- Mr. Michels indicated that the PSB has received a hearing request from an educator. He advised that he has assigned a Hearing Officer.

#### IV. **DOE Report**

Mr. Michels introduced Ms. Donna Mitchell, Deputy Officer of the Teacher and Leader Effectiveness Unit. Ms. Mitchell gave a brief report on the Instructional Improvement System that each LEA is responsible for adopting, implementing and maintaining. She stated she approves and monitors each System over the course of the RTTT grant. Ms. Mitchell also gave a brief overview of the Data Coach Project, and said it will consist of 29 data coaches distributed across the state. She said it is in the pilot phase right now with 5 data coaches working with 7 LEAs, which includes 6 districts and 1 charter school. She indicated that there is the potential of teachers accruing 50 hours of professional development each year in these Professional Learning Communities. Mr. Michels then suggested the PSB may want to look at the current 90 hour over a five year period requirement to maintain a Continuing License and consider raising the number of required professional development hours.

#### V. **Action Items**

##### A. **1556 School to Work Transition Teacher**

Mr. Michels said this regulation was published on April 1, 2011. The latest draft has a few small changes that could be considered non-substantive in response to suggestions by the SCPD and the GACEC. He said it is his recommendation to approve the regulation as amended. Ms. Thomas asked for a motion to approve as amended. After minimal discussion, a motion was made by Dr. Rouser and seconded by Mr. Kohan to approve ***1556 School to Work Transition Teacher*** as amended for Final Approval. The motion carried.

##### B. **1584 School Social Worker**

Mr. Michels said this regulation was published on April 1, 2011. A written comment by the GACEC asked the PSB to consider the elimination of the one year internship in a school setting. After a brief discussion it was determined that the current draft of the regulation is mostly a change of format and that the one year internship is not a new requirement. After consideration of the written comment and suggestion, the Board determined not to make such a change in the regulation. Ms. Thomas asked for a motion to approve. A motion was made by Dr. Greaves and seconded by Ms. Lewandowski to approve ***1584 School Social Worker*** for Final Approval. The motion carried.

## VI. Discussion

### A. 1598 Delaware Professional Development Standards

Mr. Michels said this regulation was published on May 1, 2011. The standards in the regulation are those of the National Staff Development Council; those standards having been approved in 2001. It was noted that the National Staff Development Council has changed their name to Learning Forward. The organization is in the process of adopting newer Standards. Questions arose as to whether the PSB should move forward with the current regulation draft or wait for the new Standards to be approved, which might be in July, 2011. Mr. Michels reminded the Board that the drafting of this regulation was in response to a DOE request in order to meet a RTTT pledge and that pushing off the approval may have other than the most positive implications. Mr. Michels will discuss this regulation and potential approval implications with Dr. Hodges soon. Ms. Fontello noted that the PSB already references the National Staff Development Council standards in other regulations and the Board should consider reviewing all the references to determine if the changes should apply uniformly. Ms. Fontello reviewed the possibility of adopting a fixed standard or adopting a standard that may be revised or updated by an outside organization. Ms. Fontello explained that the PSB can amend the regulations when a new standard is set, however, if the regulation adopts a standard including any future revisions made, the new standard would automatically be updated without any review or approval by the PSB. Thus, if the PSB regulation used a standard with any future revisions, and subsequently revisions were made and the PSB did not agree with the revisions, it would need to take action and in the interim the new standard would be recognized standard. Additionally, the PSB would not control the effective date of the new standard.

### B. 1591 School Principal and Assistant Principal

Mr. Michels said that feedback to this regulation has been prodigious. In mid-April, Mr. Michels had a very productive meeting with the three Institutions of Higher Education “IHEs” that provide both Masters Degrees and Courses of Study to attain this certification. Taking comments from the PSB’s Retreat in October, further PSB and IHE discussions, and recent RTTT initiatives, Mr. Michels drafted an amended 1591 which was presented to the Board for consideration. Mr. Michels asked Dr. Jackie Wilson, from DASL at University of DE, if she would help answer some questions the Board might have regarding the Master’s Program at University of Delaware. Dr. Wilson spoke of the unique collaboration among the University of Delaware, Delaware State University and Wilmington University that resulted in what the Workgroup felt was a positive step in the regulation to better prepare school leaders. Part of Mr. Michels’ path forward was to draft a new regulation (and reference it in 1591) which would allow for additional paths to the 4 current administrative certifications that may be outside an IHE, but would require both PSB and SBE approval. The amended draft of 1591 deleted the current ‘course count’ and replaced it with language that allowed an IHE to build an 18 credit hour program, based on regulation *1590 Delaware Administrator Standards* (ISLLC), and upon approval by the PSB and SBE, would become a viable path to certification. Discussion ensued about details in the draft including years of teaching experience and the *School Leaders Licensure Assessment* (SLLA) as an additional requirement. Board

members were asked to reflect on proposed changes and be prepared for further discussion in June.

**C. 1573 Teacher of Students with Autism or Severe Disabilities**

The amended draft of this regulation was initially presented during the April PSB meeting when Mr. Michels asked the Board for future feedback. Concerns were shared about amended language in Section 1 which could have negative consequences for teachers in classrooms where a student may be identified as autistic. It was noted that a definition of ‘Autism’ and ‘Severe Disability’ may be appropriate within the regulation and the notion of two separate regulations was broached. It was suggested that this regulation might be the place for competency-based performance as part of the certification requirements. Mr. Michels said he will take the concerns and suggestions to the DOE when he meets with the appropriate leadership next week. He also noted that this regulation will most likely receive critical scrutiny from a number of advocate groups and efforts are to address concerns and be proactive regarding input from outside groups.

**D. 1506 Emergency Certificates**

Mr. Michels noted that he gave the Board a hard copy of his Emergency Certificate Report in April and has since e-mailed an electronic copy that was a combination of data from DEEDS and e-School. He explained that the e-School data connects students to their schedules and to the courses the students are taking, and then connects courses to the teacher who is teaching that course and what certification(s) they have in DEEDS. The results of the report indicated that there are teachers who are teaching both core/HQ area courses and non-core/HQ area courses and hold neither a Standard nor an Emergency Certificate in that area. This equates to over 10,000 students a day. Mr. Michels’ presented a draft that included language which limited areas in which Emergency Certificates might be issued. After discussion, the consensus was to eliminate the listing of areas and instead limit the length of time of the Emergency Certificate would be valid. Due to time constraints, the discussion was minimal with the promise that regulation 1506 would be on the top of Discussion items at the June 2 PSB meeting. Mr. Michels will be working on the next draft of the regulation. After the June 2 PSB meeting and working with the Licensure and Certification Criteria Committee on this regulation, Mr. Michels plans on bringing some well thought out amendments to the State Board of Education in a Work Session prior to their June 16 meeting.

**VII. PSB Standing Committees**

**A. Licensure and Certification Criteria**

The Committee had not met.

**B. Professional Development and Associated Compensation**

The Committee had not met.

**VIII. Other**

None.

**IX. Public Comment**

None.

**X.     **Adjournment****

A motion was made by Ms. Wisnauskas and seconded by Ms. Christian to adjourn the meeting. The motion carried. The meeting adjourned at 7:55 p.m.